

JOURNAL

JUNE 20, 1967 (V)

Labor Letter

A Special News Report on People
And Their Jobs in Offices,
Fields and Factories

JUNE GRADS jump right into jobs as firms de-emphasize training.

U. S. Steel experiments with putting its collegiate class of '67 recruits directly to work, skipping former lengthy training courses. AT&T's newcomers will find the stress on "performance" rather than on "observation," an official says. Youngstown Sheet & Tube cuts its training program to 25 weeks from 52. "We need these new guys and want to get them in a productive capacity as quickly as possible," explains a Youngstown spokesman.

College graduates "are already educated up to their eyeballs and want to go to work," notes a Polaroid official; the company immediately places grads in "challenging jobs" to avoid "disillusioning them." Sundstrand Corp. finds its optional training programs attract only about 10% of the recruits. Boise-Cascade figures it "learns much more about the man during this looking-over-his-shoulder period" than in any training course.

Though some employers welcome the newcomers' aggressiveness, a Univac man

notes: "While management expects a bit of aggressiveness, it also expects it to disappear in six months."

CT

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Remarks: Red: The attached article from the <u>Wall Street Journal</u> of 20 June 1967 tends to bear out one of the points we made in our CT Survey on training. It also confirms what told me with regard to preliminary findings of a survey he is doing on the length of training periods in private industry; namely, that the trend today is to deemphasize formal training and put the trainees to work as soon as possible. <div style="text-align: right;"><i>[Signature]</i> JSE</div>			
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